



U.S. AIR FORCE



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Civilian Personnel Newsletter

Welcome to the September edition of our Newsletter!

The hot topics this month are Defense Performance Management and Appraisal Program (DPMAP) Web-based training, GS/WG Midterm Feedback, Supervisor's Records, Prohibited Personnel Practices, Whistleblower Disclosures, Voluntary Leave Transfer Program (VLTP), Federal Employees Life Insurance Program Open season 1-30 September 2016, 2017 Federal Health Benefits Open Season Information.

On the LN side we have information about Misassignment, Work Hour changes and Works Council Participation, Part-Time employment during Parental Leave, How do I apply for Non-US vacancies.



Also, here are some upcoming important dates:



OCTOBER

03 Oct: Day of German Unity
10 Oct: Columbus Day
31 Oct: Halloween



Quote of the Month

"The purpose of our lives is to be happy."

~ Dalai Lama

Defense Performance Management and Appraisal Program (DPMAP)

Web-based Training

The new DoD performance management program will be implemented for Air Force GS/FWS employees on 1 April 2017, the beginning of the next rating cycle. All GS/FSW employees and their supervisors must complete both the web-based and instructor-led training. **Training includes two introductory web-based sessions that must be completed prior to participation in the instructor-led course, see links below.** Please don't forget to send in your certificates to 86FSS.FSEC_NewBeginnings.Team@us.af.mil. Currently we are at 12 % completion for the on-line training. Your unit's designated POC will provide further information regarding instructor-led training dates/locations.

DPMAP Web-Based Introductory Training Links:

https://jkodirect.jten.mil/html/COI.xhtml?course_prefix=DOD&course_number=-PM101A (3.5 hrs)

https://jkodirect.jten.mil/html/COI.xhtml?course_prefix=DOD&course_number=-PM101B (2 hrs)

For more information about New Beginnings please visit the Department of Defense Personnel Advisory Service New Beginnings home page at:

<https://www.cpms.osd.mil/Subpage/NewBeginnings/NBHome>



GS/WG Midterm Feedback

The General Schedule (GS) performance appraisal cycle runs annually from 1 April through 31 March. This means that we are approaching the cycle's midpoint, and supervisors should consider scheduling their employees for a midterm progress review.

AFI 36-1001, “Managing Civilian Performance Program”, requires at least one progress review of the employee’s performance against all the elements of the performance plan will take place during the appraisal period, normally at the midpoint (i.e. September). AF Form 860B will be used to document this review and may be filled out prior to and/or during the review with the employee. Use of this form is mandatory. It facilitates the communication on performance. The progress review is a private communication between rating official and employee. The process is intended for employee development and to help the individual. The employee should be made aware the progress review is meant to provide feedback on performance that may impact the rating of record at the end of the appraisal period. A copy of the form is provided to the employee. The original is retained by the rating official in the Employee Work Folder (971 File).

If performance problems are anticipated the supervisor should contact the EMR Section for advice and assistance at 478-6714/7143 or email to 86fss.fsec.us-emr@us.af.mil.

SUPERVISOR'S RECORDS

AF Pamphlet 36-106, *Supervisor's Records*, prescribes the use of the Supervisor's Employee Work Folder (commonly referred to as the 971 Folder). It contains a set of records, both automated and manual, that are used in managing the performance of employees within the unit.

This article focuses on Section 1 – the AF Form 971, Supervisor's Employee Brief: This automated record is generated when personnel actions occur (appointments, transfers, promotions, reassessments, etc.) and is sent to the supervisor. The documented information maintained may be required by the supervisor in making and supporting workplace decisions or work assignments. The employee also has a right to review the documented information and should be offered the opportunity to initial each entry in Part B.

Part A – Employee Information: Contains personal information about the employee, e.g., home address, telephone number, and emergency contacts. Supervisors should have a physical home address (not the PSC Box) on file, for emergency purposes. Please ensure that the employee's emergency contact information is current. Additionally, employees are encouraged to update their emergency contact information in MyBiz.

Part B – Supervisor's Notes: Provides an area for supervisory comments and record of events e.g., employee's performance, conduct of employee, reprimands, complaints, record letters of appreciation, notations of required briefings and meetings, and other pertinent data. Additional entries may be made by using bond paper attached to this part.

Part C – Employee Experience, Awards, Performance and Promotion Factor Ratings, Training Information and Education: Contains current position data and limited data entries.

For additional information regarding Sections 2-6 and disposition of the Supervisor's Employee Work Folder, please see future articles or contact the EMR Section at 478-6714 or 478-7143.



PROHIBITED PERSONNEL PRACTICES

There are 12 prohibited personnel practices, including reprisal for whistleblowing, which are defined by law at §2302(b) of Title 5 of the United States Code (U.S.C.). A personnel action (defined in 5 U.S.C. § 2302(a)(2)(A)) to include appointments, promotions, reassignments, disciplinary actions, and other personnel matters may need to be involved for a prohibited personnel practice to occur. Generally stated, §2302(b) provides that a federal employee who has authority over personnel decisions may NOT:

1. Discriminate against an employee or applicant based on race, color, religion, sex, sexual orientation, national origin, age, handicapping condition, genetic information, marital status, pregnancy, or political affiliation;
2. Request or consider employment recommendations based on factors other than personal knowledge or records of job-related abilities or characteristics;
3. Coerce the political activity of any person;
4. Deceive or willfully obstruct anyone from competing for employment;
5. Influence anyone to withdraw from competition in an effort to improve or injure the employment prospects of any person;
6. Give an unauthorized preference or advantage to anyone so as to improve or injure the employment prospects of any particular employee or applicant;
7. Engage in nepotism (i.e., hire, promote, or advocate the hiring or promotion of relatives);
8. Engage in reprisal for whistleblowing - generally, a person with personnel authority cannot take or fail to take a personnel action with respect to an employee or applicant because of a disclosure of information by the employee or applicant that he or she reasonably believes evidences a violation of a law, rule or regulation; gross mismanagement; gross waste of funds; an abuse of authority; or a substantial and specific danger to public health or safety. The prohibition does not apply, however, if the disclosure is barred by law or specifically required by Executive Order to be kept secret in the interest of national defense or the conduct of foreign affairs, *except* when such a disclosure is made to the Special Counsel, the Inspector General, or a comparable agency official;
9. Take or fail to take a personnel action against an employee or applicant exercising an appeal, complaint, or grievance right, testifying for or assisting another in exercising such a right; co-operating with or disclosing information to the Special Counsel or to an Inspector General; or refusing to obey an order that would require the individual to violate a law;
10. Discriminate based on personal conduct which is not job-related and does not adversely affect the on-the-job performance of an employee, applicant, or others;
11. Take or fail to take, recommend, or approve a personnel action if taking or failing to take such an action would violate a veterans' preference requirement; or
12. Take or fail to take a personnel action, if taking or failing to take the action would violate any law, rule or regulation implementing or directly concerning merit system principles at 5 U.S.C. § 2301.

Office of Special Counsel's website is: <https://osc.gov/>



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Whistleblower Disclosures

A “Whistleblower” discloses information he/she reasonably believes is a violation of any law, rule or regulation, gross management, a gross waste of funds, an abuse of authority or a substantial and specific danger to public health or safety. The Whistleblower Protection Act was established to protect whistleblowers from reprisal and retaliation for their reporting of fraud, waste, or abuse (FWA). For more information, contact US Office of Special Counsel, 1730 M Street, NW, Suite 218, Washington, DC 20036-4505 or call 1-800-872-9855. To file a complaint, please contact 1-800-872-2249; hearing and speech disabled federal relay service 1-800-877-8339. Updated and detailed information on the Office of Special Counsel and procedures are available at <http://www.osc.gov>. POC is your Employee Relations section who you may reach by phone at 478-6714/7143 or by email <86fss.fsec.us-emr@us.af.mil> .



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Voluntary Leave Transfer Program (VLTP)

The Voluntary Leave Transfer Program (VLTP) allows an employee who has a medical emergency and is without the availability of paid leave, to receive transferred annual leave directly from other employees with the concurrence of the respective management officials. A medical emergency is defined as a medical condition of an employee or a family member of an employee that is likely to require an employee’s absence from duty for a prolonged period of time and would result in a substantial loss of income to the employee because of the unavailability of paid leave. The supervisor must determine that the employee’s absence from duty without available paid leave because of the medical emergency is or is expected to be at least 24 hours and is likely to result in a substantial loss of income to the employee because of the unavailability of paid leave.

Employees complete OPM Form 630, Application to Become a Leave Recipient under VLTP (or if not capable of making application, due to physical or mental impairment, the leave applicant or immediate family member may designate a personal representative in writing to make the application). Applications are provided to the immediate supervisor and must include health care provider certification and/or any attachments that may be used as evidence that will assist the approving official with making a decision. Please refer to AFI 36-815 Para 11.3.1.7 for clarification on the medical evidence. OPM Form 630 is located at this website: <http://www.opm.gov/forms/html/om.asp>. For more information on this program contact the EMR Section at 478-6714 or 478-7143, or email: 86fss.fsec.us-emr@us.af.mil.



Federal Employees' Group Life Insurance Program (FEGLI) **Open Season 1-30 September 2016**

The Office of Personnel Management (OPM) will be offering Open Season for the Federal Employees' Group Life Insurance Program (FEGLI) from 1 September 2016 through 30 September 2016.

During the month of September 2016, eligible employees may elect to enroll in FEGLI coverage, if previously waived, or choose to elect or increase FEGLI Optional coverage. In addition to Basic coverage, employees may elect Option A, Option B, and Option C (family) coverage. Employees must carry Basic insurance in order to elect any of the optional coverage. In order to participate in the open season, employees must be in a retirement covered position authorized for FEGLI coverage.

Elections made during the FEGLI Open Season have a one-year delayed effective date. Coverage elected in the September 2016 FEGLI Open Season will be effective on the first day of the first full pay period on or after October 1, 2017, as long as an employee meets pay and duty status requirements.



2017 FEHB Open Season Information

The 2017 FEHB Open Season for health benefits, dental, and vision insurance and Flexible Spending Accounts will run from 14 Nov - 12 Dec 16.

Representatives from BlueCross BlueShield will be available to provide information to employees and answers questions on Wednesday, 26 October 16, from 1130 - 1430 hours at the Civilian Personnel Office, Bldg 2120 room 207.

No appointments are necessary.

Click on the following link to get more information about the BCBS visit:

http://www.ramstein.af.mil/Portals/6/documents/Civilian_Personnel_Section/Newsletters/Documents_for_Newsletter/Ramstein%20Air%20Base%20Fall%202016.pdf?ver=2016-09-06-081614-057

Please direct your questions to the Civilian Personnel Section Customer Service Office at
86fss.fseciviliancustomerservice@ramstein.af.mil DSN 480-5850,
or COMM 06371-47-5850.



Misassignment



A misassignment is an incorrect or inappropriate assignment which occurs when a supervisor/manager allows a subordinate employee to perform major duties, which are not described on the official job description or even the reverse situation. Example: Describing major duties in the official job description which are not performed by the individual.

A misassignment indicates serious mismanagement of human resources and should be avoided by all supervisors. The decisions of work assignments is based on mission and function requirements, manning needs and other factors as determined by the Air Force.

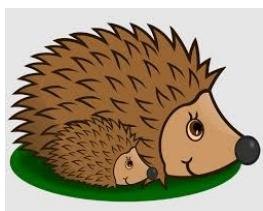
Reasons for misassignments are: Management's failure to officially assign and describe mission/function requirements in duty descriptions; management's failure to request official job description changes prior to assigning new duties on a continuing basis; management's main focus of attention on the person in the position versus position requirements.

Fehlerhafte Zuweisung von Tätigkeiten

Eine fehlerhafte Zuweisung ist eine inkorrekte oder unangemessene Anweisung eines Vorgesetzten an einen Arbeitnehmer, Haupttätigkeiten auszuführen, die nicht in der offiziellen Stellenbeschreibung festgelegt sind. Auch umgekehrt kann es zu einer fehlerhaften Zuweisung durch Management kommen und zwar dann, wenn die offizielle Stellenbeschreibung Haupttätigkeiten enthält die überhaupt nicht oder nur teilweise vom Arbeitnehmer ausgeführt werden.

Fehlerhafte Zuweisungen sind ein Hinweis auf gravierende Fehlsteuerung von personellen Ressourcen und Planstellen, welche von allen Vorgesetzten vermieden werden sollten. Die Festlegung von Aufgabenbereichen basiert auf erforderlichen Aufgaben und Funktionen, Personalanforderungen und/oder Personalstärke welche von der Luftwaffe ermittelt und bestimmt sind.

Gründe für fehlerhafte Zuweisungen sind das Versäumnis von Management die Tätigkeiten gemäß dem offiziellen Bedarf festzulegen, zu beschreiben und zuzuweisen; Managements Versagen vor der Zuweisung neuer Aufgabenbereiche an der offiziellen Stellenbeschreibung Änderungen vorzunehmen; oder das Hauptaugenmerk von Management liegt eher auf der Person anstatt auf den tatsächlichen Anforderungen der Planstelle.



WORK HOUR CHANGES AND WORKS COUNCIL PARTICIPATION

Have you as supervisor ever thought about changing the beginning and end of the work hours and/or the breaks of your employees due to operational reasons? Please remember that such a change has to be participated with the respective works council. This means that you cannot implement your planned changes before completion of the participation procedure with the works council.

Therefore, please contact our Employee Relation section at the earliest time possible. We help you with your plans and with the completion of the works council notification and we ensure that all legal and tariff provisions are complied with. You should also consider that the works council after receipt of the notification has ten work days to make a decision. Please allow sufficient time in your planning to ensure adequate preparation.

In case of questions, please contact Employee Relations, tel.: 480-5365.



ARBEITSZITAENDERUNGEN UND BV-BETELIGUNG

Haben Sie als Vorgesetzter schon mal ueberlegt, aus betrieblicher Notwendigkeit Beginn und Ende und/oder die Lage der Pausen fuer Ihre Mitarbeiter zu aendern? Bitte denken Sie daran, dass eine solche Aenderung mit der zustaendigen Betriebsvertretung beteiligt werden muss. Das bedeutet, dass Sie erst dann die von Ihnen geplante Aenderung umsetzen koennen, wenn das Beteiligungsverfahren mit der Betriebsvertretung abgeschlossen ist.

Deshalb muessen Sie zum fruehestmoeglichen Zeitpunkt Kontakt mit unserer Abteilung Personalbetreuung (Non-US EMR) aufnehmen. Zum einen sind wir Ihnen bei Ihren Ueberlegungen und bei der Erstellung der BV-Vorlage behilflich und stellen sicher, dass Sie alle gesetzlichen und tariflichen Vorgaben beachten. Zum anderen muessen Sie bedenken, dass die Betriebsvertretung nach Erhalt des Antrags auf Arbeitszeitaenderung zehn Arbeitstage Zeit hat, hierueber zu entscheiden. Daher muessen Sie bei Ihren Planungen eine ausreichende Vorlaufzeit einkalkulieren.



Bei Fragen wenden Sie sich bitte an die Abteilung Personalbetreuung,
Tel.: 480-5365

Non-US News

Part-Time employment during parental leave (Non-US employees)

During the parental leave the regular weekly working hours can be reduced to 15 up to 30 hours. The reduction of the regular working hours has to be requested from the employer in writing at least seven weeks before the planned starting time of the part-time employment, in cases of part-time request for children who are over 3 years old but have not completed the 8th year, the submission timeline is 13 weeks for the request . The request should include the exact date of the beginning and the desired weekly working hours. In order to improve the planning ability the request should include the particular arrangement of the single days per week as well as the work hours on each particular day.

The reduction in work hours can be claimed by each parent max. twice during the entire parental leave. Each planned reduction in work hours has to comprise a period of at least two months. If a



part-time employment is conducted during the parental leave, it applies only during the duration of the parental leave. With the end of the parental leave the regular (main) employment proceeds automatically in his original form which existed prior the parental leave.

Upon approval of the organization it is also possible to work for another employer or work as an self-employed person in a part-time employment up to 30 hours per week.

Teilzeitarbeit während der Elternzeit (Non-US Beschäftigte)

Während der Elternzeit kann die regelmäßige Arbeitszeit auf 15 bis 30 Stunden wöchentlich reduziert werden. Die Reduzierung der regelmäßigen Arbeitszeit muss beim Vorgesetzten sieben Wochen vor Beginn der Teilzeitarbeit schriftlich beantragt werden, bei Beantragung von Teilzeit zwischen drittem und achtem Lebensjahr des Kindes beträgt die Antragsfrist 13 Wochen. Der Antrag muss den konkreten Beginn bzw. das Datum und die gewünschte Wochenarbeitszeit enthalten. Um eine bessere Planbarkeit zu ermöglichen, soll außerdem die gewünschte Verteilung der Arbeitszeit auf die Wochentage, sowie die jeweilige tägliche Arbeitszeit enthalten sein.

Die Verringerung der Arbeitszeit kann während der Gesamtdauer der Elternzeit höchstens zweimal von jedem Elternteil beansprucht werden. Auch soll die jeweils geplante Verringerung der Arbeitszeit mindestens einen Zeitraum von 2 Monaten umfassen. Wird während der Elternzeit eine Teilzeitbeschäftigung vereinbart, gilt diese nur für die Dauer der Elternzeit. Mit Ende der Elternzeit lebt das reguläre (Haupt-)Arbeitsverhältnis automatisch in der Form wieder auf, in der es vor der Elternzeit bestanden hat.

Wenn die Dienststelle einverstanden ist, kann man auch bei einem anderen Arbeitgeber oder als Selbständige bzw. Selbständiger Teilzeitarbeit bis zu 30 Stunden wöchentlich leisten.



How do I apply for Non-US Vacancies?

We still receive applications without supporting documents or incomplete application forms. In order to be considered for a certain position please make sure you follow these guidelines:

1. First please check if you are within the area of consideration for this position, e. g. general announcement or internal announcement. Our internal announcements comprise a certain area of consideration, e. g. "employees of all organizations of 86 Airlift Wing", or "employees of all organizations of US Forces in Germany".
2. Submit your application package to Civilian Personnel Flight Ramstein Air Base, 86 FSS/FSEL-S, Bldg 2120, 66877 Ramstein **NLT the closing date** of the announcement. Please note that we do not accept applications via fax or e-mail – only via mail.
3. External applicants must complete USAFE Form 201, Application for Employment with the U.S. Air Forces in Germany. Internal applicants, such as employees of the U.S. Air Force, Army and AAFES in Germany, need to submit the same form **plus** USAFE Form 10, Request for Placement Consideration.

Both forms are self-explanatory and should be given careful attention while filling them out. Don't miss any input.

4. Submit a complete application package, i.e. attach school certificates, testimonials of previous employers, drivers license (if required) etc.- simply all documentation that is relevant to proof your knowledge, skills and abilities required for the position you are applying for. This requirement must also be met by internal applicants, who are not serviced by the Ramstein Civilian Personnel Office, like employees serviced by the Spangdahlem Civilian Personnel Office, or applicants working for AAFES or a U.S. Army component. These applicants should also attach a copy of their last employment contract (Notification of Personnel Action) and copies of those notifications on employment periods which are creditable for the position they are applying for.



Non-US News

How do I apply for Non-US Vacancies? (con't)

Applications without any supplementary documentation cannot be considered and will be returned without action to the applicant.

Employees serviced by the Civilian Personnel Office at Ramstein should take the opportunity to review their Official Personnel Folder (OPF) maintained in the CPO's Admin Office, Bldg 2120, Rm 315. Copies of school certificates and/or diploma of education and training of the employee should be handed to the Civilian Personnel Office and filed in the OPF, if not already available. Once these documents are filed in the OPF, they can be used for future reference.

5. Applicants presenting foreign education & training credentials are required to obtain a letter of equivalency from the appropriate German authority of the state where he/she is residing. In Rheinland-Pfalz you may contact: Aufsichts- und Dienst-Leistungsdirektion (ADD), Willy-Brandt-Platz 3, 54290 Trier. For recognition of foreign academic graduations/diploma applicants can seek advice from the Ministerium fuer Bildung, Wissenschaft und Kultur at 55116 Mainz.
6. It is highly recommended to complete the application in English when the position requires a good or excellent command of the English language. Your application will be provided to the selecting official. Demonstrate that you possess the language skills in order to perform successfully in the position!

PLEASE NOTE:

Our webpage at www.ramstein.af.mil/Home/Civilian-Personnel-Flight has been restructured and currently still experiences some issues to be fixed. We ask for our understanding and patience.



Wie bewerbe ich mich auf Non-US Stellenausschreibungen?

Es erreichen uns immer wieder Bewerbungen ohne entsprechende Nachweise (Schulabschluss, Zeugnisse, etc.) oder unvollständig ausgefüllte Bewerbungsbögen. Damit Sie für bestimmte Positionen berücksichtigt werden können, beachten Sie bitte folgenden Leitfaden:

1. Bitte überprüfen Sie zuerst, ob Sie zum zugelassenen Bewerberkreis gehören, z.B. allgemeine Stellenausschreibung oder innerbetriebliche Stellenausschreibung. Unsere innerbetrieblichen Ausschreibungen zielen auf einen bestimmten Bewerberkreis bereits beschäftigter Mitarbeiter/innen hin, z.B. "alle Beschäftigten des 86. Airlift Wing" oder "Beschäftigte aller Organisationen der US-Streitkräfte in Deutschland".
2. Schicken Sie Ihre Bewerbung innerhalb der Ausschreibungsfrist an das Personalbüro Flugplatz Ramstein, Gebäude 2120, Zimmer 307, 66877 Ramstein. Bitte beachten Sie, dass wir keine Bewerbungen via Fax oder E-mail, sondern lediglich auf dem Postweg annehmen.
3. Externe Bewerber/innen füllen bitte den Bewerbungsbogen (Formular USAFE Form 201) aus. Innerbetriebliche Bewerber/innen, wie z.B. Mitarbeiter/innen der US Luftwaffe, US Armee und AAFES in Deutschland, müssen zusätzlich zum Bewerbungsbogen (Formular USAFE Form 201) noch das innerbetriebliche Formular (Formular USAFE Form 10) ausfüllen.
Beide Formulare sollten vor dem Ausfüllen sorgfältig durchgelesen und unbedingt lückenlos ausgefüllt werden.
4. Bitte reichen Sie eine komplette Bewerbungsmappe inkl. Kopien Ihres Schulabschlußzeugnisses, Gesellenbriefes, Arbeitszeugnisse, Führerschein (falls gefordert) usw. ein – im Prinzip alle Unterlagen, die wichtig sind, um Ihre Fähigkeiten und Kenntnisse, die für die ausgeschriebene Position wichtig sind, darzulegen. Dieses gilt auch für alle innerbetrieblichen Mitarbeiter/innen, die nicht vom Personalbüro Flugplatz Ramstein betreut werden, z.B. Beschäftigte des Flugplatzes Spangdahlem, AAFES Mitarbeiter/innen oder Mitarbeiter/innen der US Armee. Diese Mitarbeiter/innen sollten zusätzlich eine Kopie des letzten Arbeitsvertrages (Notification of Personnel Action) und Nachweise beifügen, die Beschäftigungszeiträume nachweisen, die für die ausgeschriebene Position von Bedeutung sind und als einschlägige Erfahrung ange-rechnet werden können.



Wie bewerbe ich mich auf Non-US Stellenausschreibungen? (con't)

Bewerbungen ohne entsprechende Unterlagen und Zeugnisse können nicht berücksichtigt werden und werden an den/die Bewerber/in zurückgeschickt.

Mitarbeiter/innen, die vom Personalbüro Ramstein betreut werden, sollten die Chance nutzen und Ihre Personalakte, die sich in der Verwaltung des Personalbüro's, im Gebäude 2120, Zimmer 315, befindet, einsehen. Zeugnisse, Ausbildungs- und Trainingszertifikate, die noch nicht vorliegen, sollten dem Personalbüro übermittelt werden. Sobald diese in der Personalakte abgelegt sind können Sie für zukünftige Referenzen verwendet werden.

5. Bewerber/innen, die ausländische Ausbildungs- und Trainingszertifikate vorlegen, müssen ein Anerkennungsschreiben von der zuständigen deutschen Behörde des Bundeslandes, in dem sie wohnen, einreichen. In Rheinland-Pfalz können Sie hierfür die Aufsichts- und Dienstleistungsdirektion (ADD), Willy-Brandt-Platz 3, 54290 Trier kontaktieren. Zur Anerkennung von ausländischen Hochschulabschlüssen / Diploma können Sie das Ministerium für Bildung, Wissenschaft und Kultur in 55116 Mainz zu Rate ziehen.
6. Bei Positionen, die gute oder sehr gute Englischkenntnisse erfordern ist es ratsam die Bewerbung in Englisch zu verfassen. Ihre Bewerbung wird dem/der auswählenden Vorgesetzten vorgelegt. Beweisen Sie ihm/ihr, dass Sie die Sprache gut beherrschen und somit erfolgreich in der Position arbeiten können.

HINWEIS:

Unser Internetauftritt unter www.ramstein.af.mil/Home/Civilian-Personnel-Flight wurde umgestaltet und es Bedarf im Moment noch der Lösung einiger Probleme. Wir bitten daher um Ihr Verständnis und Ihre Geduld.

